

## The Pipeline

THE WEEKLY NEWSLETTER OF THE CITY OF NORFOLK'S EMERGING LEADER

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### Workforce Development Statistics and Tips

#### Mastering Soft Skills for Workplace Success

Research suggests that soft skills are not just important for first-time employees.

According to a poll released in June 2008 by the Society for Human Resource Management (SHRM), many workplace soft skills have become more important for the experienced professional. These skills include critical thinking/ problem solving, leadership, professionalism/work ethic, teamwork/collaboration, and adaptability/flexibility.

According to the National Collaborative for Workforce and Disability for Youth (NCWD/Youth), the development of soft skills is identified as a critical component for success in activities such as civic participation and youth leadership, in addition to school- and work-based learning experiences. The Guideposts for Success, developed by NCWD/Youth in collaboration with its funding agency, the U.S. Department of Labor's Office of Disability Employment Policy (ODEP), clearly indicate the need for all youth to have exposure to training focusing on job seeking and workplace basic skills.



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NEL Program  
Coordinator

**Kim Jordan**  
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## Pathways to Success for Norfolk's Emerging Leaders



On July 9<sup>th</sup> 206 Norfolk youth started on their path to economic independence through the Norfolk's Emerging Leaders (NEL) program. The NEL program is creating pathways to success



for young citizens of Norfolk by providing them not only summer employment, but also crucial training and education that will empower them to become successful and financially sound citizens. According to the U.S. Department of Labor, nearly all young people – 96.9 percent—hold at least one job. Employment can be beneficial

for youth by teaching responsibility, organization, time management and helping to establish good work habits, and financial stability (Child Trends, 2010).

NEL students began their city employment with an orientation at the Norfolk Fire/Rescue Training Center. The students, ages 16 to 19, many of whom have never been employed, learned the role of government, how to dress for success, workplace etiquette, and taking responsibility.

Also during their first week on the job, students visited Tidewater Community College's (TCC) Norfolk Campus where they took part in a Civic Engagement Training Series. The series was comprised of three components: Civic Engagement/Community

Activism, Collaboration and Community Building/Public Speaking, and a Team Civic Engagement Presentation. At the end of the week, TCC staff and mentors assisted the students in preparing a 15 to 20 minute team presentation designed to teach students how to use knowledge, skills, values, and motivation to make a difference in their communities.

The students will continue to gain valuable work experience and training over the next five weeks. Be on the lookout for eager emerging leaders working throughout various city offices.



## Executive Intern Spotlight



**Adeline Quejada**

*Executive Intern  
Department of Utilities*

As a graduate of Old Dominion University, with a degree in Communications, Adeline wants to apply her vast knowledge in the field of Public Relations.

Adeline's future career goal is to one day obtain a position as a City of Norfolk

employee. Adeline believes government is in place to maintain order, and it should be just and provide for its people. Her view on the role of government is what initially sparked her interest in working for the public sector. She wants to work with people and to create an environment in which people would like to live. A career in government would allow her to do just that!



Upon completion of her college education, Ashley wants to apply the knowledge she gained at Hampton University in Public Relations and Political Science to governmental relations in the City of Norfolk. She is greatly

inspired and excited by the continued development and advancements that the City of Norfolk makes and wants to take an active role in that development as a city employee. Ashley has always been interested in government, especially in how it works and how people react to its structure. Her goal is to take part in the changes governmental officials are allotted to do in their community, which is why she has a strong interest in public sector careers.



**Ashley Walton**

*Executive Intern  
The Virginia Zoo*



## Executive Intern Spotlight



**Christina Chavis**

*Executive Intern  
Department of  
Human Resources*

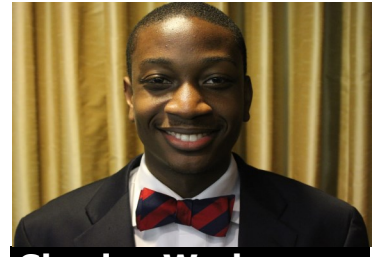
Christina is a recent graduate of the University of Virginia with a Bachelors of Arts in Psychology. With a strong enthusiasm for helping others and a psychology background, Christina has made the choice to pursue a career in Human Resources. She feels that this career path will provide her with

the opportunity to better the community through service. Christina's interest in working in the public sector is based on her desire to serve people wherever she goes. She believes that a life without service is a life without purpose, and we as people can find some way to serve whether it is on the job, in our communities, or simply through activities we enjoy.



Charles is a rising senior at Virginia Tech with plans to become a Certified Public Accountant (CPA) after graduation. His goal is to work at an accounting firm with a particular focus on external audits.

Charles is interested in a public sector career because he grew up in a family of public servants. Like them, Charles possesses the desire to work for an agency with the mission of serving the community. Being able to help others obtain a specific need or want is interesting to Charles. He believes the role of the government is to implement and ensure regulations and policies that allow the public sector to be prosperous and treated equally.



**Charles Wade**

*Executive Intern  
Department of Budget and  
Grants Manager*

